Memorandum



Finance and Technology Department

Date:

September 22, 2011

To:

Charles W. Meyer, City Manager Renie Broderick, HR Director

Rich Woerth, Firefighters' Representative

From:

Ken Jones, Finance and Technology Director

Subject:

Firefighters' MOU - Partial Restoration of Pay/Benefits

Based on the meeting that we all attended yesterday in the City Manager's office, I have summarized the direction given by Rich Woerth, and accepted by management, regarding the partial restoration of pay and benefits to members of the Firefighters' bargaining unit.

The paragraph titled, "Restoration of Pay/Benefit Reductions" in the Proviso for Existing Benefits section of the Firefighters' Unit Memorandum of Understanding July 1, 2010 – June 30, 2013 (MOU), provides for the partial restoration of pay and benefits, based on specific economic "triggers" that were realized by the City in fiscal year 2010-11. That restoration will be implemented, retroactive to the first full pay period in July 2011, as follows.

- 1. The City will contribute \$43.83 per-pay-period to members' deferred compensation accounts (½ restoration of the \$50 contribution that was eliminated, plus \$18.83 from the restoration of ½ of the base pay reduction).
- 2. The City will contribute \$20 per pay period on behalf of each member to the Firefighters' Retiree Health Insurance Trust Fund (½ restoration of the \$25 contribution that was eliminated, plus \$7.50 from the restoration of ½ of the base pay reduction).
- 3. The City will increase the annual uniform allowance for each eligible member from \$150 to \$525 (½ restoration of the \$600 reduction, plus ½ restoration of the \$150 supplemental allowance).
- 4. The City will restore 3 hours of the 6-hour Special Holiday Leave that was previously eliminated.

Besides these restorations, the MOU provided for one-time bonus payments to members, equal to one-half of pay reduction amounts deducted from their paychecks from January through June 2011. These bonus payments are being processed for the current pay period, which ends on September 25, 2011.

SIGNED:

Charles W. Meyer, City Manager

Date

Rich Woerth, Firefighters' Representative

Date